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## Helpful Resources on the Internet



Resources on many levels, including technical and financial assistance, are available to those businesses willing to embrace the diverse talents and abilities of the disabled:

### **The ADA: Your Responsibilities as an Employer**

<http://www.eeoc.gov/facts/ada17.html>

### **The ADA: A Primer for Small Business**

<http://www.eeoc.gov/ada/adahandbook.html>

The Equal Employment Opportunity Commission has published lengthy, on-line fact sheets tailored to employers regarding the application of the ADA to their businesses.

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### **Job Accommodation Network (JAN)**

<http://www.jan.wvu.edu/>

JAN is a free consulting service of the DOL's Office of Disability Employment Policy providing employers, employment providers, people with disabilities, their family members and other interested parties with information on job accommodations, self-employment and small business opportunities and related subjects.

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### **Outreach, Education & Technical Assistance**

<http://www.eeoc.gov/outreach/>

The EEOC provides "training and technical assistance, outreach and education programs to assist employers, employees and stakeholder groups understand and prevent discrimination." They offer both no-cost and fee-based outreach and education programs.

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## More Resources...

### **New England ADA & Accessible IT Center**

<http://www.newenglandada.org/>

One of ten regional disability and business technical assistance centers designed to facilitate voluntary and effective compliance with ADA.

### **The National Business & Disability Council**

<http://www.business-disability.com/>

NBDC offers a wide range of services to help employers integrate people with disabilities into the workplace, including a national resume database, job postings, disability information hotline and training services and support on disability-related issues.

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## Tax Incentives



View the U.S. Department of Justice's Tax Incentives Packet on the Americans with Disabilities Act at:

<http://www.usdoj.gov/crt/ada/taxpack.htm>

The U.S. Department of Labor's Office of Disability Employment Policy provides information regarding The Work Opportunity Tax Credit at:

<http://www.dol.gov/odep/pubs/fact/wotc.htm>

The Job Accommodation Network also provides information on tax incentives:

<http://www.jan.wvu.edu/media/tax.html>



*DLT is an Equal Opportunity Employer/Program. Auxiliary aids & services are available upon request to individuals with disabilities. TDD: (401) 462-8006*

# Employing the *Dis*ABLED

*Statistics and Resources for  
Potential Employers*



## **Labor Market Information**

*Rhode Island Department of Labor and Training*

1511 Pontiac Avenue  
Cranston, Rhode Island 02920  
(401) 462-8740  
[www.dlt.ri.gov/lmi](http://www.dlt.ri.gov/lmi)

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## Demographics

According to statistics compiled by the United State Census Bureau, 49.7 million Americans age five and older have a disability, accounting for one in every five (19%) United States residents. Of this total, 30.6 million were between the working ages of 21 and 64; 57 percent of them were employed.

Demographic profiles show a similar trend in the Ocean State. According to the 2000 Census, approximately 195,800 Rhode Islanders (20%) age five and older have a disability. Of this total, 12 percent (116,305) were 21 to 64 years old; 58.4 percent were employed. However, of those in this age range without a disability, 79.4 percent were employed, a 21 percentage point difference!

The hiring of disabled employees should not be seen as a burden, but rather a means of creating a diverse, productive workforce. Efforts within the Ocean State, such as the Governor's Commission on Disabilities ([www.gcd.state.ri.us](http://www.gcd.state.ri.us)), the Office of Rehabilitation Services ([www.ors.state.ri.us](http://www.ors.state.ri.us)) and the Sherlock Center on Disabilities ([www.ric.edu/uap/](http://www.ric.edu/uap/)) uphold this belief and are supported by research and success stories from around the nation.

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## Success Stories, Big and Small

Disabled workers offer a unique set of experiences and skills which help maintain productivity through lower turnover rates and add diversity to a company's workforce:

- At Carolina Fine Snacks in North Carolina, half of the company's 20 manufacturing employees have disabilities, "running the gamut from vision and hearing loss to cerebral palsy and mental retardation." Its owner, Phil Kosak, notes that prior to hiring disabled employees, turnover averaged 80% every 6 months and productivity stood at 50%-60% of capacity. The hiring of disabled workers helped make turnover a non-issue and raised productivity to 90% of capacity.
- In studies conducted by University of Iowa Professor Peter Blanck, 96% of surveyed employers "were very satisfied with the work attendance of the mentally disabled employees and six in ten were very satisfied with their productivity and initiative."
- Research conducted by DuPont since the 1950's show "employees with disabilities equal or exceed coworkers without disabilities in job performance, attendance, and attention to safety."

The stories and statistics in this pamphlet (unless otherwise noted) are from *Enabling Disabled Workers*, by Paula Mergenhausen, *American Demographics* July 1997. This article can be accessed at: <http://www.paraquad.org/enable.htm>

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## Dispelling the Myths...

Companies often refrain from hiring the disabled citing the potential costs associated with accommodation. Yet...

*One large, nationwide retailer documented 71 accommodations made between 1993 and 1995, averaging a mere \$45 per accommodated worker. 72% of the changes made by this retailer cost nothing, while 17% cost less than \$100 and only 10% between \$100 and \$499.*

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Some in management also worry about "problems" created by disabled workers protected by the Americans With Disabilities Act. However...

*A Cornell University study\* reports only 19% of private sector respondents experienced wrongful discharge claims. The frequency of other claims, such as harassment (8%), unfair discipline (8%), layoff (6%), failure to promote (5%), denied/reduced benefits (2%) and wage dispute (2%) seem to dispel the myth that disabled workers expect unreasonable treatment by their employers.*

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Complaints most often come from those already working, not from the hiring of disabled employees...

*Approximately 15% of ADA charges involve job applicants. The remainder involves workplace injury and individuals who become disabled while working.*

\*S. Bruyere (2000). *Disability Employment Policies and Practices in Private and Federal Sector Organizations*. Ithaca, NY: Cornell University, School of Industrial and Labor Relations Extension Division, Program on Employment and Disability.